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12 September 1975

MEMORANDUM FOR: The Record

SUBJECT : Meeting with Miss Emily Sheketoff

1. On the afternoon of 11 September 1975, Miss Emily Sheketoff, a staff member of the House Select Committee visited Headquarters to discuss the Agency's External Employment Assistance function. Meeting with her were the following, in addition to the undersigned:

Mr. Janney, Director of Personnel
 [redacted], Deputy Director of Personnel
 (for about one half the meeting)
 Mr. [redacted] No. 2 Officer in EEAB

The meeting began at 1300 and ended at about 1510.

2. Miss Sheketoff opened the meeting by asking for a description of just what we do in helping persons to find employment when they leave the Agency. After an explanation was given, she asked how we identified companies which could possibly be interested in hiring our former employees. She wanted to know if the companies to which we referred people were "companies the Agency owned or proprietaries". She was told that EEAB does not know which companies are proprietaries and that before EEAB makes an initial contact with a company it first clears the proposal to contact with the Director of Personnel who thus has the opportunity to prohibit the contact if a proprietary is involved. Later in the discussion when the talk swung around to [redacted] and [redacted] we admitted that while the company was a proprietary EEAB did not know it was, that the requirement for prior clearance with D/Pers was not then in effect, and that EEAB did indeed refer [redacted] to the [redacted] (more on this in a later paragraph).

3. Miss Sheketoff then wanted to know if EEAB referred applicants to companies or businesses that had been established by retired employees. We told her that very few retired persons seemed to have an entrepreneurial bent so that practically none established business after retirement. We pointed out that in the few instances in which retired employees had established businesses, they had asked EEAB to assist in filling personnel requirements they had; here we cited as examples [redacted]

contacting EEAB with personnel requirements and also [redacted] both of whom had set up security/investigation businesses. Miss Sheketoff then asked if any of our former employees had established themselves as consultants on the strength of skills they developed in the Agency; the reply to this was in the affirmative and, as an example, we cited [redacted] who is in business as a consultant on computer programs and "software".

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4. Miss Sheketoff then got onto the subject of CIA personnel who transferred to the Drug Enforcement Administration (DEA), a subject on which she dwelt at some length. She wanted to know if DEA had given EEAB a requirement in 1973 for persons with backgrounds as analysts and intelligence officers. She said that DEA had come to realize about that time that they had a great number of persons experienced in law enforcement but not in the collection and analysis of intelligence and that fifteen CIAer's with such background had transferred to DEA. The undersigned replied that he was associated with EEAB's activities at that time and had not heard of any such requirement. D/Pers observed that a couple of persons had been on detail to DEA but the details were ceased. The undersigned observed that both DEA and the Environmental Protection Agency (EPA) were just being established the spring of 1973, that this was the time of a large reduction in Agency personnel strength and that many of the persons affected by the reduction were anxious to obtain jobs elsewhere in Government, and that some of them might have gone to DEA on their own (not through EEAB) to seek employment, but that EEAB did not receive a requirement from DEA for fifteen analysts and intelligence officers. It was pointed out that about that number of employees had applied for employment with the then new EPA and we described that, although EPA had adequate funds it did not have its positions established and had asked CIA to retain a number of applicants on CIA rolls and detail them to EPA until positions were established. D/Pers explained to Miss Sheketoff why CIA could not agree to this request. Somewhere in this part of the discussion we pointed out that these persons seeking employment with EPA were resigning from the Agency rather than retiring. She admitted to not knowing the difference between resignation and retirement, so D/Pers explained to her. Miss Sheketoff then wanted to know if EEAB had a contact in DEA for personnel matters; we replied that a member of EEAB attends the meetings of the Inter-departmental Personnel Placement Committee and meets the representative from DEA only within this context.

5. Miss Sheketoff then asked if the large reduction effected by Mr. Schlesinger put a crimp into the Agency's ability to do its business. DD/Pers replied that the reduction resulted with plenty of anguish on a personal and individual basis but that there seemed to be practically no expressions of concern over its effects on Agency activities. She asked if it wouldn't be true that a supervisor who lost some people would think that his activities had been hurt. D/Pers explained that different views

could be obtained depending on whom one was talking to; e.g., a branch chief who lost some might feel hurt by it whereas his division chief, seeing a larger picture, could have a different view.

6. Miss Sheketoff then told us that she has a file containing many letters from persons who were cut off during the Schlesinger period, that most of them are disgruntled and that many of them claim they did not get jobs after they left CIA. She asked us to comment on that. We replied that getting a job for a person depends on many factors: the labor market; the person's skills, salary demands and age; his appearance and his "chemistry" with potential employers; and the area in which he wants the job. We explained that EEAB is effective almost exclusively in the metropolitan area around D.C. and that its rate of effectiveness is only 30%. We pointed out that no personnel placement business in the U.S. is able to arrange a job for all its clients and that they cannot even provide leads to all clients. D/Pers admitted that it could very well be true that some persons who were caught in the reduction were unable to get jobs.

7. Miss Sheketoff next asked how we helped [redacted] get his job with the [redacted]. We explained that [redacted] told EEAB he wanted to get into public relations, that EEAB tried in several directions to help him. We related that one officer in EEAB knew that [redacted] served with ECA in [redacted] at the same time that [redacted]. He talked to [redacted] who agreed to see [redacted] and eventually [redacted] got a job with [redacted]. She then asked if [redacted] had called EEAB with a request for a person with any special skills and asked what were the circumstances. The undersigned replied that [redacted] had told EEAB that he was a consultant to [redacted] working with a citizens' committee, that he was interested in obtaining the services of a person skilled at working on locks to assist in promoting the security of office spaces. EEAB sent him the resume of [redacted] who was retired and living in Florida. [redacted] was not interested in moving to D.C. so he and [redacted] never did get together. She then asked if [redacted] had ever asked EEAB for personnel; the undersigned replied that [redacted] had never been in touch with EEAB, that the first time anyone in EEAB heard his name was when it appeared in the newspapers, that the only Watergate figure [redacted] we had ever heard of before was Charles Colson whom [redacted] had indicated he had known. She then asked if [redacted] had got the services of his Watergate crew through EEAB; we replied he had not. D/Pers stated that Hunt went directly to them as the result of his having known them previously in Florida; that all of them, except one, had no connection with CIA; and that, unfortunately, that one was on a retainer with the Agency.

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8. She then asked if it would be possible for another Director to make a large reduction such as the one ordered by Mr. Schlesinger. D/Pers replied that a new Director could do so, but reflected that if a large reduction could be conducted over a fiscal year or longer it could be carried out with much less anguish than attended the one ordered by Mr. Schlesinger. He added that we have absorbed reductions every year since 1973, are presently faced with a reduction, that cumulatively these could mean that a new Director might not find it necessary to order a large reduction, but he admitted that a new Director could order a large reduction. D/Pers pointed out that the reduction ordered by Mr. Schlesinger, an arbitrary figure of 1,100, was compressed into a period of three months, causing great personal anguish as well as a great amount of work; he was hopeful that any large reduction in the future would take place over a longer span of time.

25X1 9. Miss Sheketoff observed that there must have been a great turnover in 1973 because almost everybody she has talked to in the Agency came into his or her present job since 1973 and she cited the DDI as an example. D/Pers responded that the change in DDI was not the result of the Schlesinger cut, that the previous DDI [] was scheduled to go to an overseas station. He went on to say that normal rotations in the Agency accounted for a great many assignments since 1973, as did the large numbers of voluntary retirements that were sparked by generous cost-of-living increases.

10. Miss Sheketoff's last question was directed to how EEAB gets requirements from the White House for personnel needed there. D/Pers pointed out that EEAB does not receive any such requests, that they are received in the Office of the Director of Personnel and are acted upon at that level.

11. Miss Sheketoff's last act was to ask us for our names and titles which she wrote in her notebook. She remarked that, "Boy, when you're in my book, you're really in my book." D/Pers gave the information she wanted on DD/Pers. (Incidentally, although Miss Sheketoff took notes during the meeting she did not seem to take copious notes. She spent more time talking and listening than writing).



Chief
Retirement Affairs Division

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Review Staff: 75-3017
24 September 1975

MEMORANDUM FOR THE RECORD

SUBJECT: Meeting with Greg Rushford, 24 September 75

25X1 1. Rushford agreed to make any reference to [redacted] only under the alias [redacted] which had been used in dealing with the Rockefeller Commission. 25X1

25X1 2. As anticipated, Rushford's interest in [redacted] related entirely to the New York Times article [redacted] 25X1
25X1 [redacted]

25X1 3. Since this point was settled, [redacted] left and [redacted] was ushered in. Rushford asked how a "mini estimate on the possibilities of a [redacted] written by [redacted] and [redacted] another NIO had not been disseminated. [redacted] replied that the decision had been made because it was believed that the estimate did not add significantly to previously disseminated items on the same period. 25X1
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25X1 4. Rushford then asked for some differences between current NIO setup and the previous Board of National Estimates. [redacted] spoke interestingly on this subject and adroitly wove in several comments on the problems inherent in predicting events. 25X1

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5. Rushford cited future HSC interest in other issues where he felt there had been insufficient intelligence. He cited Portugal and the Indian nuclear explosion as predictive failures. He then cited [] Iran as future problems to which priority intelligence thinking should be directed. Along the same line, Rushford stated his belief that perhaps additional human collection resources could be applied in such areas to improve the intelligence community's ability to predict what might happen. This led into more discussions of the limits of the intelligence processes which Rushford appeared to find stimulating and educational.

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6. Rushford said that there would be a HSC hearing on Cyprus during the week of 29 September. He added that Chairman Pike is also considering a hearing on Portugal.

7. Rushford was very courteous throughout and at times expressed both sympathy and some degree of perceptiveness toward CIA and the intelligence apparatus. He said he looked forward to more substantive conversations when the declassification issue is resolved. Also present at the meeting were []

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8. In a telephone conversation with Jack Boos following the Rushford meeting, Boos expressed an interest in interviewing [] and or [] Boos was reminded that both men are out of the country and was asked if he could cite what his interest was in talking to the men. After some hesitation, he said that the HSC believes that CIA "used one of its men as a conduit to [] some time in the two months before the []

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[] The HSC understood that this was not a man stationed []

9. I claimed total ignorance on the matter but thanked Boos for being more specific in the areas in which HSC interest lies. Boos replied, "specifically, we would like to know who was dispatched []

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Donald P. Gregg

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